

Exhibit I –

Expert

Curriculum Vitae

Curriculum Vitae for

ROBERT B. HALL, Ph.D., CRC, CDMS

HALL ASSOCIATES
7290 Navajo Road, Suite 105
San Diego, CA. 92119
(619) 463-9334 Fax (619) 463-9337
info@rehabsource.org

SUMMARY OF QUALIFICATIONS

Rehabilitation and Disability Management Consultant services provided since 1973. Experience providing evaluation and consulting services with disabled adults and youth in a variety of rehabilitation and disability compensation settings, including workers' compensation, long-term disability, and Social Security. Company-wide, over 2,800 persons have been served since 1978. Expert witness services provided in a variety of legal settings; including personal injury, medical malpractice, employment law, and spousal support. Employer and organizational consulting services provided, including the design & evaluation of assessment, re-employment and disability management programs. Case management and rehabilitation planning services provided with a wide variety of individuals with an emphasis on those having significant work disability.

University Faculty / Center Director - Rehabilitation Counselor Program, San Diego State University. Adjunct Professor of Rehabilitation 1985-1988 and 1993-Present. Adjunct Doctoral Research Faculty - University of Northern Colorado. Faculty responsibilities in the graduate rehabilitation counseling and rehabilitation administration programs. Center & Project Director with various research and training responsibilities.

EMPLOYMENT RECORD

1980 - Present **Hall Associates / Robert Hall & Associates, Inc.**
La Mesa, California

Director of Services/President: Founder and manager for firm providing comprehensive rehabilitation and disability management services. Services provided include vocational evaluation, medical and rehabilitation case management, rehabilitation program development, employability studies, labor market analysis, job analysis, earnings capacity studies, job placement services, and expert testimony. Developer of SEER software for use in vocational evaluation and occupational analysis.

2000 - Present **AtWork Resources & Presagia Corporation**
Belmont, Ca.

Principal: software development and consulting firm, providing web-based RTW Systems applications and on-site disability management and return-to-work services & training.

1985 - Present **San Diego State University / Interwork Institute**
San Diego, California

Adjunct Faculty Member/Center Director: Instruction, supervision, and research coordination position within graduate rehabilitation counseling program and research & training Institute. Active community involvement with various consumer, family, health and rehabilitation service organizations.

Director, Work & Health Technologies Center, San Diego State University

Completion of various research and training projects & contracts:

- Project Director, California Workers' Compensation Vocational Rehabilitation Data Collection Project. (1998-2003) Project funded by California Association of Rehabilitation & Reemployment Professionals.
- Statewide Disability Needs Assessment: CA Department of Rehabilitation (2001). Co-Project Director. Developed research agenda, methods, and instruments.
- Director - Rehabilitation Counseling Program Specialization for Persons with Mental Illness. (1997-2000) Three-year special training contract, funded by U.S. Department of Education.
- Project Director, Disability Management Coursework Developed and Delivered via Distance Education for the Insurance Education Association. (1998-99).
- Program Director, SDSU Certificate Program in Disability Management Services. (1993 - 1997) Teaching / Administered six-course Graduate Certificate.
- Principal Investigator/Co-Project Director. (1996) Privatization of the Nevada Division of Rehabilitation Vocational Assessment Centers: A Feasibility Study.
- Training Series "Supervising the Injured Employee". (1996-97) California Department of Personnel Administration. Training for 168 California State Agencies in workers' compensation & return-to-work strategies.
- Co-Principal Investigator (1996) California Department of Rehabilitation - Inter-Rater Reliability Study of the Severity of Disability / Order of Selection System.
- Principal Investigator/Project Director (1993-94) Contract with the Disability Evaluation Unit, State of California Division of Workers' Compensation to review existing disability rating classification models and develop occupational classification systems for use in California's workers' compensation permanent disability rating system.
- Principal Investigator/Project Director (1992-94) - Vocational rehabilitation outcome research with industrially injured workers through the Case Management Information Service (CMIS).

1988 -1993

WorkAble Solutions, Inc.

San Diego, California

Partner Disability Management Consulting firm. Consulting services to industry and organizations regarding compliance with Federal/State disability and related legislation.

1973 - 80

Counselor/Case Manager in a variety of public/private inpatient & outpatient mental health and vocational rehabilitation programs.

ORGANIZATIONAL LEADERSHIP

- National Advisory Board, Disability Management Employer Coalition: 1998-03.
- Board of Directors for the San Diego Brain Injury Foundation: 2001-02.
- Disability Management Advisory Committee – International Association of Rehabilitation Professionals: 1999-00.
- Research Chair, California Association of Rehabilitation Professionals: 1990-92.
- President of the Board of Directors and Legislative Chairperson for California Chapter of National Association of Rehabilitation Professionals in the Private Sector: 1987-90.

EDUCATIONAL RECORD

- Doctor of Philosophy Degree - 1994 Major: Human Rehabilitation. College of Health & Human Sciences, University of Northern Colorado. Dissertation: Factors Contributing to Rehabilitation Outcomes & Costs in California's Workers' Compensation Vocational Rehabilitation Program.
- 35 Units Doctoral course work - 1980-1985 Major: Professional Psychology. United States International University, School of Human Behavior, San Diego, California.
- Master of Arts Degree-1978 Major: Rehabilitation Counseling School of Health Sciences, Fresno State University, and Fresno, California.
- Bachelor of Arts Degree-1975 Major: Psychology School of Behavioral Sciences, Chapman College; Orange, California.

PUBLISHING

- Absenteeism: Measure Costs, Adjust Incentives, Change Behaviors. SHRM Online. (December, 2007). Society for Human Resource Management.
- Understanding the Productivity Impact: SHRM Online. (November, 2007). Society for Human Resource Management.
- Integrated Absence & Disability Management. Rehab Management. January/February, 2007.
- New Return to Work Strategies (2005). Benefits & Compensation Digest. International Foundation for Education Benefits and Compensation: Vol. 42, No.12.
- The SEDEC Method: Stepwise Estimate of Diminished Earning Capacity (2005). Published in Seminar Proceedings by California Applicant Attorneys' Association.
- SEER (2004). Developer of occupational analysis software using the O*NET database.
- RTW College (2003). Co-author of course manual and training materials. Insurance Educational Association.
- RTW Program Survey Research Summary. DMEC Newsletter (2003).
- Small Employers and Return to Work Programs. Chapter in Modified Duty Manual (2003). Disability Management Employer Coalition: San Diego, Ca.
- AtWork Manager (2002-Present). Co-developer of Return-to-Work and Medical Case Management web-based software applications for use by industry and providers to manage workforce health & productivity issues. AtWork Resources, Inc. Belmont, Ca.
- Organizational Concepts for Disability Managers. (1998) Insurance Educational Association - Training Manual for DM certification training program.
- The Abilities Accommodation Program: A Comprehensive Program for Employers Designed to Reduce the Human & Economic Cost of Disability in the Workplace (1997). Robert Hall & Associates, Inc: La Mesa, Ca.
- Client Factors Related to Outcomes and Costs in California's Workers' Compensation Vocational Rehabilitation Program. Journal of Rehabilitation Administration, (1997).
- Case Managers and Disability Management Programs, the Case Manager (1997).
- Service Delivery Timeliness as a Factor in Outcomes and Costs in California's Workers' Compensation Vocational Rehabilitation Program, Journal of Rehabilitation Administration (1994): Special Issue on Workers' Compensation.
- Evaluation of Permanent Disability, Methodology, Public Law and Policy, and Reemployment of the Injured Worker, San Diego State University - Work & Health Technologies Center, research monograph (1995).
- Reasonable Accommodation at Work: A Guide for Employers (1992) co-author with Harris, Thompson, and Fox. Training manual.
- Expand and Refine Vocational Rehabilitation. Co-author with Fred McFarlane, Ph.D. Journal of Private Sector Rehabilitation (1989).

PROFESSIONAL CERTIFICATIONS

- Certified Rehabilitation Counselor (CRC) #12266, continuously since 1978.
- Certified Disability Management Specialist (CDMS) #01726, continuously since 1983.

APPOINTED POSITIONS

- National Commission for Disability Management Specialist Certification: 2004-08
- Disability Management Advisory Group, International Association of Rehabilitation Professionals: 1998-99.
- Disability Management Standards Work Group, CARF: 1995-96.
- Rehabilitation Advisory Committee, State of California, Division of Workers' Compensation: 1990-91.

PROFESSIONAL ORGANIZATION MEMBERSHIPS

- Disability Management Employer Coalition
- National Rehabilitation Association
- International Association of Rehabilitation Professionals

CONSULTING

- Presagia Corporation (2006-present). Corporate principal and consultant in development of total absence management and return-to-work web-based software.
- Disability Management Employer Coalition (2003). Provided technical assistance on Return-to-Work Survey.
- Nordstrom Corporation (2001). Provided technical assistance and training to corporate human resources and risk management on ADA policy and procedures.
- UNUM/Provident Insurance (2001). Consultant to Director, Return-to-Work Programs regarding design of RTW programs and technology initiatives.
- Rutgers University, School of Labor and Industrial Relations (1997 & 1999). Contracted to teach graduate-level course, Vocational Systems.
- Presidium / Cambridge Integrated Services (1998-99). Team consultant in the development, delivery, and evaluation of disability management services and products for this national TPA for workers' compensation and short-term disability benefits.
- University of California, Office of the President (1997). Technical assistance to the UC system in the development of a disability management cost-benefit model for UC campuses to evaluate, maintain, and improve disability management programs for faculty and staff. Training on model provided to campus rehabilitation and employee assistance staff.
- University of Arkansas, Regional Continuing Education Program (RCEP) (1997). Contract for development of curriculum and to conduct training in disability management services for employees of the State of Arkansas Rehabilitation Services.
- Paradigm Health Corporation (1996-97). Project lead on design & implementation of vocational component for catastrophic case management services. Vocational rehabilitation consultant for planning conferences and individual vocational evaluations.
- National Association of Rehabilitation Professionals in the Private Sector /IARP (1995-96). Executive Director, responsible for operational and fiscal management of the 4,000 member professional organization.
- Social Security Administration – Vocational Expert Panel (1987-89). Provided vocational evaluation and testimony regarding SSA disability determination process.

PROFESSIONAL PAPERS & PRESENTATIONS

Over 80 papers & presentations on the local, national, and international levels regarding a variety of topics, including: characteristics of mental & physical disabilities, rehabilitation strategies, disability evaluation, vocational assessment, job placement, job accommodation, disability case management, life care planning, proposal and grant writing, labor market & wage earning capacity analysis, professional issues & ethics, disability policy, employer-based disability management programs, Social Security Disability, Workers' Compensation, the Americans with Disabilities Act, Family Medical Leave Act, expert witness testimony, and rehabilitation & employment program development & evaluation.

Exhibit II – Fee Schedule

CONSULTING SERVICES & EXPERT WITNESS FEE SCHEDULE

RETAINER:

\$ 2500

Required when retained as an expert or consultant on a case to reserve use of our services. Fee will be applied to future services, if provided. If no work is performed, retainer fee will be refunded, less administration fee of \$400.00.

ALL WORK BILLED AT THE FOLLOWING RATES:

**CONSULTING, COUNSELING, RESEARCH SERVICES
(HOURLY SERVICES)**

\$300/HOUR

VOCATIONAL EVALUATION:

Interview / Testing
Records Review & Research

ADDITIONAL CASE PREPARATION:

Records Review
Research
Conferences/Meetings

EXPERT WITNESS TESTIMONY:

Testimony at Trial or Arbitration
Depositions / Hearings

**\$1500 PER ½ DAY
\$400/HOUR**

Note: Any special retainer and/or fee arrangements must be confirmed in writing.

Tax ID: 95-3768848

*Note: Obtaining a copy of Dr. Hall's CV does not constitute retention.
Please contact the offices of Hall Associates to finalize the retention.

Exhibit III –

List of Expert Testimony Cases

ROBERT B. HALL
HALL ASSOCIATES
TRIAL/DEPO TESTIMONY
2002-2008

<u>Case</u>	<u>Year</u>	<u>Case #</u>	<u>Superior Court</u>
Adler v. Taco Bell	2002	91731	County of Imperial
Banks v. Kashou Bros, Inc	2002	GIC759454	San Diego
Bartsch v. Grossmont Hospital	2003	GIC777728	San Diego
Beauchamp v. Kaiser	2003	Arbitration	San Diego
Bella v. Nissan	2006	GIC827442	San Diego
Beltran v. Cypert, et al	2002	GIC773258	San Diego
Berglund v. Dr. Losse, et al	2006	Arbitration	San Diego
Bonilla v. Ryder Truck	2002	LC00287	San Diego
Boone v. State Farm Insurance	2008	GIC050526	San Diego
Boyd v. Kaiser	2005	Arbitration	San Diego
Brownen v. Reyes, et al	2002		San Diego
Buell-Wilson v. Turner	2003	GIC800836	San Diego
Burt v. Sharp Memorial Hospital	2008	GIC880133	San Diego
Cabral v. UPS, et al	2002	GIC768020	San Diego
Cano v. Dr. Villarassa	2008	INC054247	San Diego
Carr v. MDB Erectors, et al	2003	TC016457	Orange County
Chadwick v. USA	2003	02CV1059	San Diego
Chrislock v. Sharp Chula Vista	2003	GIS008195	San Diego
Claret v. Harbor Freight Tools	2005	GIC828028	San Diego
Cotter v. Advanced Honeycomb	2008	WCABSD00355724	San Diego
Cox v. Dr. Padilla	2004	GIC803808	San Diego
Cox v. Regents	2003	GIC794667	San Diego
Crew v. Bloomfield	2003	GIN020352	San Diego
Crippen v. Brannons	2003	GIC785501	San Diego
Croy v. United Rentals	2002	00CC14158	San Diego
Daniels v. Henning	2003	GIC775300	San Diego
Doherty v. Richardson	2003	GIC780619	San Diego
Dyer v. Damon Corp	2008	37200700050046	San Diego
Elliott v. Valley Fence Company	2006	SD0326374	San Diego
Escuivel v. SD Engineering Corp	2002	GIN015138	San Diego
Eskridge v. Davis	2005	GIE017592	San Diego
Feist v. Waste Management	2003	IC795035	El Centro
Fetzer v. Chaisson	2002	GIN011979	San Diego
Garcia v. Jones, et al	2002	GIC771805	San Diego
Garcia v. Petsmart	2004	GIS009277	San Diego
Gomez v. Fleming, et al	2004	GIN 030445	San Diego

Robert B. Hall
 Trial/Depo Testimony
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Gonzales v. Shaffer, et al	2002	GIC769683	San Diego
Grey v. Kaiser	2003	Arbitration	San Diego
Grubb v. USA	2006	05CV1367DMD	San Diego
Grijalva v. SD Trolley	2003	GIC795985	San Diego
Grijalva v. Rangel, et al	2003	GIN018588	San Diego
Hackett v. Matson Navigation	2005	NC035158	San Diego
Hargis v. Home Depot	2006	05CC13112	Orange County
Haywood v. Nasso	2005	GIC822393	San Diego
Henderson v. Santa Maria	2003		San Diego
Hollins v. Contender Plumbing	2003	GIC786542	San Diego
Hoss v. Schemen	2003	GC791482	San Diego
Jennings v. Palomar Health	2002	GIC768563	San Diego
Johnson v. Hootwink, et al	2002		San Diego
Jones v. City of Santee	2004	GIC806552	San Diego
Kirstead v. Kaiser	2002	Arbitration	San Diego
Klemz v. USA	2002	00CV01240-B	San Diego
Kops v. Morley Const, et al	2004	GIC803717	San Diego
Koutrouba v. USA	2003	02CV1008	San Diego
Kuderna v. Tustison, et al	2005	GIC818121	San Diego
Leano v. Leano	2004		San Diego
Lee v. S. D. G. & E.	2005		San Diego
Lecuyer v. Sunset Trails	2003	GIC781227	San Diego
Lemas v. Brown, et al	2008	C0700958SI	San Diego
Loerch v. UCSD Regents	2006	GIC842170	San Diego
Lowry v. Johnson, et al	2006	RCV085122	Riverside
Maldonado v. Basiliere, et al	2003	GIS00888	San Diego
Marion v. County of San Diego	2005	0278411	San Diego
Martinez v. McKesson Water	2002	RCV052111	San Bernardino
Mason v. Ravessoud	2004	NC033900	Los Angeles
McCauley v. Laser Vision, et al	2002	GIC766773	San Diego
Mendez v. Ingersoll-Rand, et al	2008	GIS19096	San Diego
Mills v. Petsmart	2003	GIC795020	San Diego
Moreno v. U. S. Gypsum	2008	06VZ196DMS	San Diego
Moss v. Kaiser	2004	Arbitration	San Diego
Murguz v. County of San Diego	2005	GIC822109	San Diego
Naber v. Cycle Express	2003	796289	San Diego
Nousiss v. Kaiser	2002	Arbitration	San Diego
Ordway v. Richley, et al	2006	GIC845594	San Diego
O'Keefe v. State Of California	2002	GIS6069	San Diego
Ortega v. Pacific Motor Trucking	2004	Arbitration	Los Angeles
Ortiz v. Ramirez	2005	RCVRS 070533	San Bernardino

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Padoan v. Motalle	2004		San Diego
Park Place Associates v.	2005	Arbitration	Los Angeles
The Bell Gardens Bicycle Club			
Palmer v. Newman Backhoe Svc	2006	GIC842815	San Diego
Parker v. Kelly	2002	GIC769960	San Diego
Parrell v. Hillcrest Pharmacy	2006	GIC853597	San Diego
Pham v. Gross	2003	O1CC14085	Orange County
Quintero v. Harper Construction	2002	GIC 745821	San Diego
Rafelson v. Miller, et al	2002	OCCC09657	Orange County
Ray v. Kroeker, et al	2002	GIN013590	No County
Ramcharan v. Carl Investors	2003	GIC800336	San Diego
Reichner v. Maywood	2003	GIC775112	San Diego
Reid v. Glaxo, et al	2005		
Rifkin v. Seastrom	2003	OCCC16552	Orange County
Rister v. Defendant DOE 1-6	2007	GIC8229779	San Diego
Restar v. Al' Auto Wrecking	2004	GIC816755	San Diego
Rivera-Wilson v. Amory	2003	GIN019070	San Diego
Robinson v. Bell Helicopter	2005	BC206780	Los Angeles
Roberts v. Council	2004		San Diego
Rodriguez v. Metros, et al	2002	GIC754962	San Diego
Roleder v. Pardee Homes	2007		San Diego
Roque v. Clougherty Packing	2006	Arbitration	San Diego
Rosser v. Home Depot	2006	LC071462	Los Angeles
Rowe v. RPD Construction	2003	GIC789652	San Diego
Sabiston v. Moran, et al	2002	GIE005294	San Diego
Sagredo v. Chula Vista Marina	2002	GIC754962	San Diego
Sanchez v. Yellow Transportation	2006	Arbitration	Orange
Sanden v. Everingham Bros.	2002	GIC771315	San Diego
Schoenfield v. USA	2008	02CV819WQT	San Diego
Sherman v. City of Chula Vista	2005	GIN032903	San Diego
Simmons v. Grossmont Hospital	2002	GIC759674	San Diego
Sisk v. USA	2008	05CV1869BTM	San Diego
Slade v. Kaiser	2003	Arbitration	San Diego
Smith v. Barron Boats	2006	04CC05762	Orange
Smith v. Dodge, et al	2002	GIC756440	San Diego
Snyder v. Vizard	2005	GIN040161	San Diego
Steen v. Diving Unlimited	2003		San Diego
Thummel v. Kaiser	2004	Arbitration	San Diego
Todd v. Harper Construction	2002	255595	San Diego
Tucker v. Ruben H. Fleet	2004	GIC809391	San Diego
			Washington State
Underdahl v. Scripps, et al	2003	GIC778033	San Diego

White v. Cicalese, et al	2002	GIC770113	San Diego
Winchester v. Corcoran	2004	GIN 030107	San Diego
Zampetti v. Kaiser	2003	Arbitration	San Diego
Zorick v. Pac Bell, et al	2002	GIZ769172	San Diego